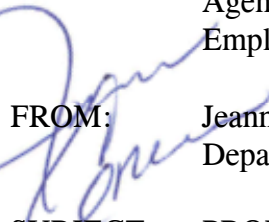




DEPARTMENT OF PERSONNEL
209 East Musser Street, Room 101
Carson City, Nevada 89701-4204
(775) 684-0150
<http://dop.nv.gov>

MEMO PERD #16/06
April 6, 2006

TO: Personnel Commission Members
Department Directors
Division Administrators
Agency Personnel Liaisons
Employee Representatives

FROM:  Jeanne Greene, Director
Department of Personnel

SUBJECT: PROPOSED CLASSIFICATION CHANGES

Attached are proposed classification changes for your information pursuant to NRS 284.160, subsections 3 through 5. If you have any comments or objections, please notify me in writing no later than May 5, 2006.

If no written objections are received in this office by May 5, 2006, action will be taken to effect the changes and a report will be made to the Personnel Commission.

JG:sq

cc: Agency Personnel Representatives

NOTICE OF PROPOSED CLASSIFICATION CHANGES

Number: 05-06

Posting Expires May 5, 2006

Per NRS 284.160, the Personnel Director may make a change in classification without the prior approval of the Commission. The following changes are proposed:

EXPLANATION OF CHANGE

CURRENT			PROPOSED		
CODE	TITLE	GRADE EEO	CODE	TITLE	GRADE EEO
1.810	Conservation Staff Specialist	36 B	1.810	Conservation Staff Specialist II	36 B
	NEW		1.809	Conservation Staff Specialist I	35 B

The Division of State Parks requested a lower level be added to the Conservation Staff Specialist class. All positions currently allocated to the Conservation Staff Specialist class, grade 36, have statewide responsibilities for specialized natural resource management programs or functions. Examples of assignments at this level include oversight responsibilities of local government resource management in relation to the Division of Forestry's jurisdictional fire protection responsibilities; administering the Urban and Community Forestry and Tree City USA Programs; and developing and managing statewide training activities for staff and inmates working on conservation and resource projects.

The lower level position in the Division of State Parks is responsible for natural resource management related to the Lake Tahoe Environmental Improvement Program and develops grants, contracts and projects related to natural resources. The position serves as a member of the Environmental Improvement Program team and represents the Division of State Parks. The other members of the team are from the Division of State Lands, Division of Forestry, and the Department of Wildlife. Subject matter experts from the Division of State Parks assisted in developing the Conservation Staff Specialist I class.

In order to determine the appropriate grade level for the Conservation Staff Specialist I, comparisons were made to other professional classes in the Agriculture & Conservation occupational group. Based on this review, the subject position is most comparable to the Forester III class, grade 35. The new Conservation Staff Specialist I and Forester III classes are comparable in terms of education and experience. Both classes require a bachelor's degree in forestry or closely related natural resource field and two years of professional experience in natural resource management. Positions in both classes promote resource management services and estimate time, materials, and labor costs for completion of resource management projects; plan and provide resource education programs in the community; and establish and maintain effective and cooperative working relationships with private citizens and representatives of governmental agencies. They are also comparable in the scope of responsibility, as both have regional responsibilities.

Based on the above comparison, it is recommended that the Conservation Staff Specialist I class be allocated at grade 35 to align with the Forester III. Allocation of the class to grade 35 also aligns it one grade below the Conservation Staff Specialist II positions to recognize their broader (statewide) scope of responsibility.

The formal recommendations and specifications are on file with the Director of Personnel. To view a copy in Carson City, go to 209 East Musser Street, Room 300; in Las Vegas, go to 555 East Washington Avenue, Suite 1400. For more information call (775) 684-0110.

Objections to the proposed change must be received in writing by May 5, 2006. Objections should be addressed to Shelley Blotter, Chief of Technical Services, Department of Personnel, 209 East Musser Street, Room 101, Carson City, Nevada 89701-4204.

POSTED: April 6, 2006

MD:sq

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**CLASS SPECIFICATION**

<u>TITLE</u>	<u>GRADE</u>	<u>EEO-4</u>	<u>CODE</u>
CONSERVATION STAFF SPECIALIST II	36	B	1.810
CONSERVATION STAFF SPECIALIST I	35	B	1.809

SERIES CONCEPT

Under general supervision, Conservation Staff Specialists assist in developing, formulating, and coordinating [statewide] programs, policies and procedures related to areas such as resource management, safety and training, fire management and policy management pertinent to the assigned area of natural resource management, preservation, conservation and protection.

Assist in the formulation and development of [statewide] policies and programs; compile technical data; consult with field personnel; assess needs; develop goals, objectives, and timeframes; write specifications; design and plan activities; evaluate budget provisions; analyze, evaluate and develop grant proposals; coordinate resources available; and formulate annual work plans for implementation.

Manage [statewide] contracts, concessions, leases and agreements; develop, evaluate, monitor and mediate procurement and implementation of services contracts; oversee statewide concession activities; audit concessionaires and inspect premises to ensure compliance with contract terms; maintain appropriate records and prepare reports.

Manage [statewide] resource management programs; review and develop resource plans, assist in grant development for resource projects and monitor resource actions statewide to ensure compliance with State and federal requirements for resource management.

Coordinate special grant programs; organize and develop program proposals; distribute grant or application forms to entities; negotiate cooperative agreements; review and evaluate completed applications; analyze program objectives; submit applications for final approval; cooperate with other agencies; and maintain records concerning use of funds and program criteria in order to protect, enhance, and conserve natural resources.

Review, evaluate and oversee program operations; review reports and statistics; analyze information regarding new technology and methods available; conduct field inspections; assess program quality and results; develop and recommend alternative approaches; develop and revise emergency procedures as needed; prepare summary reports; assess contract provisions, successes and the need for future modifications; study and research programs in other areas; and monitor budget and cost effectiveness in order to meet program objectives and increase efficiency.

Coordinate and implement [statewide] training programs; evaluate requirements; assess needs; incorporate new equipment and procedures; organize training resources; develop written plans; compile training materials; secure funds; coordinate instructors; maintain records of employee training needs and training completed; and coordinate with related agencies in sharing resources to provide for staff development.

Gather and evaluate information for budget review and requests; summarize program descriptions; prepare justifications; coordinate and organize information on monies generated through program activities; assess requests in terms of statutory requirements; and prepare justifications for new personnel and equipment.

Manage [statewide] volunteer programs; recruit volunteers and perform background checks; prepare contracts describing work to be done; write job descriptions and train volunteers.

CONSERVATION STAFF SPECIALIST II

36

B

1.810

CONSERVATION STAFF SPECIALIST I

35

B

1.809

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SERIES CONCEPT (cont'd)

Coordinate division activities with other State and federal agencies, special interest groups and the public; represent the division and provide information to the public and governmental entities; make presentations; appear before governmental and regulatory bodies; prepare press releases and interact with the media.

Perform related duties as assigned.

CLASS CONCEPTS

Conservation Staff Specialist II: Under general supervision, Conservation Staff Specialist II's, on a statewide basis, develop, formulate, and coordinate Statewide programs, policies and procedures related to areas such as resource management, safety and training, fire management and policy management pertinent to the assigned area of natural resource management, preservation, conservation and protection. This class is distinguished from the Conservation Staff Specialist I by the broader scope of responsibility and additional experience required to coordinate the assigned statewide programs.

Conservation Staff Specialist I: Under general supervision, Conservation Staff Specialist I's, on a regional basis, develop, formulate, and coordinate programs, policies and procedures related to the assigned area of natural resource management, preservation, conservation and protection.

MINIMUM QUALIFICATIONS

SPECIAL NOTES AND REQUIREMENTS:

- * Applicants must possess a valid Class C driver's license at the time of appointment and for continuing employment.
- * Applicants may be required to pass a thorough medical examination and physical agility test prior to appointment.
- * Applicants may be required to undergo a background investigation prior to being considered for employment.
- * Incumbents may be required to obtain and maintain certification as an Agency Certified Contract Monitor.
- * Some positions require specialized skills and experience in grant management, policy development, equipment and property management, fire and/or resource management, or other natural resource field and will be identified at the time of recruitment.

CONSERVATION STAFF SPECIALIST II

EDUCATION AND EXPERIENCE: Bachelor's degree from an accredited college or university in biology, ecology, natural resource management, forestry, parks management, fire management or related field and three years of journey level professional experience in a [related] relevant resource management field that included assisting in developing, formulating, and coordinating programs, policies and procedures; coordinating special grant programs and/or contracts; and coordinating training programs; **OR** an equivalent combination of education and experience. (See Special Notes and Requirements)

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):

Working knowledge of: practices and procedures applicable to obtaining and distributing grant funds; wildland and structural fire prevention and suppression; current best practices in natural resource conservation and management; safety practices and principles. **Ability to:** plan, organize, and coordinate

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CONSERVATION STAFF SPECIALIST I	35	B	1.809

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MINIMUM QUALIFICATIONS (cont'd)

CONSERVATION STAFF SPECIALIST II (cont'd)

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (cont'd)

one or more statewide programs; establish goals, objectives and timetables consistent with the division's mission; analyze problems and develop and recommend effective solutions; develop and justify budgetary requests; perform statistical and cost management analysis; coordinate and implement training and resource management programs; negotiate contracts, leases and agreements; read, interpret and explain technical documents applicable to assigned programs; communicate effectively both orally and in writing; establish and maintain cooperative working relationships with federal, State and local entities, private contactors, boards and commissions involved in natural resource management and conservation.

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):

Working knowledge of: division goals and objectives; appropriate Nevada statutory authorities mandating the conservation of State resources; State Purchasing policies and procedures relating to contract management. **Ability to:** speak effectively and persuasively before groups of people; analyze information, problems, situations, practices and procedures to define problem areas and formulate logical and objective solutions; create and manipulate spreadsheets.

CONSERVATION STAFF SPECIALIST I

EDUCATION AND EXPERIENCE: Bachelor's degree from an accredited college or university in biology, ecology, natural resource management, forestry, parks management, fire management or related field and two years of professional experience in a relevant resource management field that included assisting in developing, formulating, and **coordinating** programs, policies and procedures; coordinating special grant programs and/or contracts; and coordinating training programs; **OR** an equivalent combination of education and experience. (See Special Notes and Requirements)

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):

Working knowledge of: natural resources and conservation; ecological concepts; environmental laws, policies and practices; basic fire suppression techniques as applied to grass, brush and forest areas; methods and techniques used in natural resource conservation and management. **Ability to:** plan, organize, and coordinate regional programs; research, secure and administer grants; establish project objectives and timetables; develop and recommend effective solutions to problems in an assigned region; prepare budgetary requests; coordinate and implement resource management programs; develop and manage contracts, leases and agreements; read, interpret and explain technical documents; write grant applications and reports; establish and maintain cooperative working relationships with federal, State and local entities, private contactors, citizens and others involved in natural resource management and conservation; preserve, restore and enhance natural resources; make oral presentations to groups to provide information; promote resource management services to the community; plan and provide resource protection education programs in the community.

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):
(These are identical to the Entry Level Knowledge, Skills and Abilities required for Conservation Staff Specialist II).

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CONSERVATION STAFF SPECIALIST I
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36	B	1.810
35	B	1.809

This class specification is used for classification, recruitment and examination purposes. It is not to be considered a substitute for work performance standards for positions assigned to this class.

	<u>1.810</u>	<u>1.809</u>
ESTABLISHED:	4/1/67	5/5/06UC
REVISED:	10/1/67	
REVISED:	7/1/71	
REVISED:	8/31/73	
REVISED:	2/22/77	
REVISED:	7/1/87-12P	
	10/17/86PC	
REVISED:	11/13/87-3	
REVISED:	7/1/97P	
	6/4/96PC	
REVISED:	7/1/01R	
	12/7/01PC	
REVISED:	12/8/03UC	
REVISED:	8/24/04UC	
REVISED:	5/5/06UC	